



July 18, 2006

Dear Members of the NSF Site Visit Team:

I have been pleased to provide support for the URI ADVANCE Project through a myriad of activities, most particularly by appointing women faculty in the STEM disciplines. These efforts were only possible due to the National Science Foundation funding for which we are profoundly grateful. I know I will have the opportunity to speak with the visiting team about many of the other significant impacts ADVANCE has had on the faculty culture and, by extension, administrators, staff, and undergraduate and graduate students but I would like to provide you with one important example.

While the institutional investment in the goals of ADVANCE are evident in the support we have provided for ADVANCE Fellows, we have also taken the opportunity to inculcate the values of ADVANCE through additional funding for professional development. During the first and second years of the project, ADVANCE provided Incentive Fund awards totaling \$40,000 each year. When their highly successful recruitment strategies yielded a sizeable number of Fellows so quickly, the ADVANCE Leadership Team determined that they needed to cut some program activities in order to fund Fellows' salaries. One of these was the Incentive Fund which was distributed as complementary to the URI Council For Research Career Enhancement Grant Program. In order to continue this program at a significant level, I was asked to supplement the ADVANCE Incentive Fund with an additional allocation to the Council for Research funds. I strongly endorsed the need to provide some funding targeted at ADVANCE-principled requests and provided an additional \$20,000 to other funds earmarked to promote these principles. Those dollars supplemented the ADVANCE contribution thereby ensuring we would maintain a consistent level of funding. The Council for Research worked with ADVANCE to create Requests for Proposals which included ADVANCE goals in the Council's Career Enhancement Grant Program as follows:

The University of Rhode Island Council for Research invites applications for the Career Enhancement Grant Program. This program is intended to provide support for artistic, creative, and scholarly activities for which there is little or no extramural funding and which enhances the faculty member's professional standing. In support of the efforts of the ADVANCE Office and as a supplement to the ADVANCE Incentive Fund, the Council for Research especially encourages Research Proposal Development proposals that satisfy the general ADVANCE principles of increasing diversity and promoting equity campus wide. These principles include: the need to support underrepresented faculty research and provide them with career development and training opportunities, the need to support individual and department efforts that foster climate change, the need to improve and expand upon available networks and social support services for all underrepresented faculty, and the need to increase administrative collaborations that engage in and promote organizational change.

As of last March of 2006, a total of \$60,000 of ADVANCE-principled awards were made through the support of ADVANCE, the Council for Research and the additional commitment from my office. I intend to honor this commitment by ensuring that we continue to award funding earmarked in this manner until the institutionalization of ADVANCE values is sufficiently solid to render such distinctions unnecessary and reminiscent of less enlightened times.

Please accept my welcome to the URI Kingston Campus and allow us to provide you with any assistance we can offer during your stay. I hope you find your time with us both informative and pleasant.

Sincerely,

M. Beverly Swan  
Provost and Vice President for Academic Affairs

cc: ADVANCE Leadership Team